

Walstead Roche – Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. This information below is based on data as at 5th April 2019. At this date Walstead Roche employed 253 people.

Our overall mean gender pay gap is 24.19% lower for women

Pay Information

Women's hourly mean rate is 24.19% lower
Women's hourly median rate is 24.29% lower

Bonus information

No bonuses were paid to the employees

Gender Split-Pay Quartiles

	Male	Female
Top quartile	96.72%	3.28%
Upper middle quartile	96.72%	3.28%
Lower middle quartile	78.69%	21.31%
Lower quartile	56.67%	43.33%

I confirm the information published above is accurate

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